

# **SOUTHERN CANBERRA GYMNASTICS CLUB**

## **National Integrity Framework Policy**

### **1 Preface**

Sports integrity means the manifestation of the ethics and values that promote community confidence in sport.

Threats to the integrity of sport includes the:

- (i) manipulation of sporting competitions;
- (ii) improper use of drugs and medicine in sport;
- (iii) abuse of children and other persons in a sporting environment; and
- (iv) failure to protect Members and other persons in a sporting environment, from bullying, intimidation, discrimination, or harassment.

Gymnastics Australia seeks to take a proactive approach to mitigate the integrity threats to Gymnastics in Australia and to provide a safe, fair, and trustworthy environment for all Participants at all levels of Gymnastics.

The Gymnastics Australia National Integrity Framework is one of Gymnastics Australia's responses towards the threats to the integrity of the sport and sets out the broad expectations for the conduct of all who participate, including procedures for managing, reporting, investigating and determining potential breaches of Gymnastics Australia's integrity policies

Gymnastics Australia has released its National Integrity Framework policy and all member clubs are obligated to adopt that policy fully and without amendment.

Southern Canberra Gymnastics Club (SCGC) fully supports the above statements from the Gymnastics Australia policy and the policy intent and is committed to implementing the policy.

Should a person wish to make any enquiries in relation to this policy, please contact the SCGC Administration Manager at the club's front office or by calling 02 6296 3331.

### **2 Policy statement**

SCGC adopts, fully supports and will proactively promote and implement the Gymnastics Australia National Integrity Framework policy as the SCGC National Integrity Framework policy.

The Gymnastics Australia National Integrity Framework Policy can be accessed via the following link:

[Integrity \(gymnastics.org.au\)](https://www.gymnastics.org.au/Integrity)

The following Gymnastics Australia policies make up the suite of integrity policies under the overarching Framework and are also fully adopted and supported by SCGC as its equivalent policies:

- (a) This Framework document;
- (b) Member Protection Policy;
- (c) Child Safeguarding Policy;
- (d) Competition Manipulation and Sport Wagering Policy;
- (e) Improper Use of Drugs and Medicine Policy; and
- (f) Complaints, Disputes and Discipline Policy

SCGC will implement the related education programs recommended in the Framework by Gymnastics Australia and Sports Integrity Australia.

### **3 Policy promotion**

This policy will be made available to all SCGC members via the SCGC website at: [www.southerncanberra.gymnastics.org.au](http://www.southerncanberra.gymnastics.org.au) and shall also be communicated to all staff.

All committee members, senior Club managers and senior coaches must review this policy and the related policies at the start of each term.

### **4 Review**

To ensure its efficacy, this policy will be reviewed by the SCGC Committee each year. Any amendment to this policy must receive the approval of Committee.

In addition to the annual review, the board will review the associated procedures after each related matter and incorporate any applicable “lessons learnt”.

### **5 Additions or amendments**

In addition to the annual review of this policy recommended changes to the policy may be submitted to the Committee for consideration, at any time. In the event that the changes are accepted, the policy will be updated, dated and circulated to all relevant stakeholders.

### **6 Non-compliance**

Non-compliance with this policy by any committee or other member will be treated as a serious breach of the club’s ethics and standards. Disciplinary action may be taken against any infringement of this policy with those responsible asked to explain to the committee the basis of their actions.

### **7 Member rights**

The Club has Complaints Handling Procedure and will deal with any complaints about breaches of this policy promptly, seriously, sensitively and at all times confidentially. However, for complaints or matters that falls within the scope of the National Integrity Framework policy such matters will be referred to and handled by Gymnastics Australia and Sports Integrity Australia. The Club recognises the principle of natural justice which will be applied in the investigation and adjudication of a complaint.

## **8 Confidentiality and reporting**

The Club administration is responsible for implementing this policy and will keep confidential the names and details relating to complaints, unless disclosure is:

- necessary as part of the disciplinary or corrective process; and/or
- required by law.

## **9 Version record**

Date	Issue	Author	Description of Revision
11 May 22	1.0	Bob Weight	First issue.